EXHIBIT A

EEOC Form 161-B (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

	NOTICE	OF RIGHT TO SUE (ISSUED O	N REQUEST)		
To: Collec	en Bodeux-pine	From:	Houston District Of Mickey Leland Buil 1919 Smith Street, Houston, TX 77002	ding	
	On behalf of person(s) aggrieved who CONFIDENTIAL (29 CFR §1601.7(a),				
EEOC Charg	e No.	EEOC Representative		Telephone No.	
		Shirley Almaguer,			
460-2020-	00447	Investigator	· · · · · · · · · · · · · · · · · · ·	(346) 327-7693	
Title VII of ti Act (GINA): been issued of your rece	This is your Notice of Right to Sue, at your request. Your lawsuit unde ipt of this notice; or your right to s	(See also mericans with Disabilities Act (ADA), issued under Title VII, the ADA or GIN. r Title VII, the ADA or GINA must be fisue based on this charge will be lost. (1	, or the Genetic Inform A based on the above- led in a federal or sta	numbered charge. It has te court WITHIN 90 DAYS	
	y be different.)				
Х	More than 180 days have passed	since the filing of this charge.			
	Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.				
X	The EEOC is terminating its process	essing of this charge.			
	The EEOC will continue to proces	ss this charge.			
Age Discrim 90 days afte your case:	Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed unto 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case:				
		Therefore, your lawsuit under the ADE/ Notice. Otherwise, your right to sue b			
		ing of your ADEA case. However, if 60 e court under the ADEA at this time.	days have passed sin	ce the filing of the charge,	
in federal or	state court within 2 years (3 years fo	nt to sue under the EPA (filing an EEOC r willful violations) of the alleged EPA un urs (3 years) before you file suit may	derpayment. This mea) EPA suits must be brought ans that backpay due for	
If you file suit	, based on this charge, please send	a copy of your court complaint to this of	fice.		
		On behalf of the Cor	mmission		
	<u>.</u>	Shirley Almaguer Distribut (Appelle Appelle Ap	for	November 27, 2020	
Enclosures	(s)	Rayford O. Irvin, District Director		(Date Mailed)	
	Andrew S. Golub, Esq. Dow Golub Remels & Gilbreath, PLLC 2700 Post Oak Blvd Suite 1750 Houston, TX 77046	Andrew M. Williams, Esq. ATTORNEY AT LAW 6565 West Loop Soputh, Ste 560 Bellaire, TX 77401	TWC-Civil Rights Lowell Keig, Exec 101 E. 15 th Street Austin, TX 78778	cutive Director	

Enclosure with EEOC Form 161-B (11/16)

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

(This information relates to filing suit in Federal or State court <u>under Federal law.</u>

If you also plan to sue claiming violations of State law, please be aware that time limits and other provisions of State law may be shorter or more limited than those described below.)

PRIVATE SUIT RIGHTS

Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 – not 12/1/10 – in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do <u>not</u> relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.

EXHIBIT B-1



CAUSE NO. 202082640

RECEIPT NO. 887260

0.00

3

MTA

PLAINTIFF:

TR # 73826069

PINE, COLLEEN vs DEFENDANT: ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON)

In The 281st Judicial District Court of Harris County, Texas 281ST DISTRICT TURT Houston, TX ·

CITATION

THE STATE OF TEXAS County of Harris

01-13-2021

TO: ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON) (IS A TEXAS PROFESSIONAL ASSOCIATION) MAY BE SERVED THROUGH ITS REGISTERED AGENT MARCUS MASSON

OR WHEREVER HE MAY BE FOUND

1200 BINZ STREET SUITE 100 HOUSTON TX 77004

Attached is a copy of PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE

This instrument was filed on the 23rd day of December, 2020, in the above cited cause number and court. The instrument attached describes the claim against you.

YOU HAVE BEEN SUED, You may employ an attorney. If you or your attorney do not file a written answer with the District Clerk who issued this citation by 10:00 a.m on the Monday next following the expiration of 20 days after you were served this citation and petition, a default judgment may be taken against you.

TO OFFICER SERVING:

This citation was issued on 28th day of December, 2020, under my hand and seal of said Court.

Issued at request of: WILLIAMS, ANDREW M. 6565 WEST LOOP SOUTH SUITE 560

BELLAIRE, TX 77401 Tel: (713) 840-7321 Bar No.: 21510835

8th a. OF HARAIS COUNTY

3

MARILYN BURGESS, District Clerk Harris County, Texas 201 Caroline, Houston, Texas 77002 (P.O. Box 4651, Houston, Texas 77210)

Generated By: MOMON, RHONDA HWP//11654476

	RIZED PERSON RETURN
Came to hand at o'clockM., on the	day of,,
Executed at (address)	in
	kM., on the,
, by delivering to	
true copy of this Citation together with the ac	
attached thereto and I endorsed on said copy of To certify which I affix my hand officially the	f the Citation the date of delivery.
FEE: \$	
	ofCounty, Texas
	Ву
Affiant	Deputy
On this day, signature appears on the foregoing return, per he/she stated that this citation was executed by	
return.	
SWORN TO AND SUBSCRIBED BEFORE ME, on this	day of,
	National D. 1-1 '
	Notary Public

Constable Return of Individual

Cause #: 202082640

Tracking #: <u>73826069</u>

In the case of BODEUX-PINE, COLLEEN VS ROC-HOUSTON P A (DBA RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON) a CITATION and attached PLAINTIFF'S ORIGINAL PETITIONAND REQUEST FOR DISCLOSURE was issued by the 281st Judicial District court of HARRIS County, TX and came to hand on the 7 day of January 2021 at 1:49PM to be delivered at 1200 BINZ ST SUITE 100 , HOUSTON , TX 77004 by delivering to: ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON)

(Attempted service at 1200 BINZ ST, SUITE 100, HOUSTON, TX, 77004 unless otherwise noted.)

Date	Time	Deputy Name	Agency	Service Attempt Type	Attempted Address	Remarks
1/8/2021	9:57:00 AM	Elton Charles	7	SERVED DEFENDANT	1200 BINZ ST SUITE 100 HOUSTON TX 77004	

Service of Individual

Executed in <u>HARRIS</u> County, Texas by delivering to each of the within name defendant by __; a true copy of this <u>CITATION</u> together with the accompanying copy of the <u>PLAINTIFF'S ORIGINAL PETITIONAND</u> <u>REQUEST FOR DISCLOSURE</u>, at the following times and places:

Name	Date	Time	Full Address of Service
ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON)	1/8/2021	9:57AM	1200 BINZ ST SUITE 100 HOUSTON TX 77004

Fee Due \$	0.00			.~
by Deputy	Elton C	narles - 70	716	
•	Printe	×4. () / 1	1	
Deputy Sig	nature ("HON'T!	J. D.	
Attempts:	,	1		
Total Atten	npts:	1		
				•

May Walker, Constable Precinct #7

Harris County Texas

5290 Griggs Road Houston Texas 77021 713.643.6118

County Auditor's Form 161E Harris County, TX (REV. 03/01/2020)



HARRIS COUNTY, TEXAS

CNP7 ADMINISTRATION DIVISION ANX E (CONST) 5290 GRIGGS RD, 1 5290 GRIGGS ROAD FLOOR 1 HOUSTON, TX/77021

Official Receipt

DATE: 01/07/2021

ANDREW M WILLIAMS

RECEIPT: 000000040910

GC

Case# 2020-82640

TOTAL AMOUNT: \$ 150

Description:

ITEM ID

DESCRIPTION

UNIT PRICE NUMBER

Desc/Check/MO/Auth No

LINE TOTAL

\$75

OF UNITS

68288

CITATION

100030710000425004

2020-82640

\$150

TOTAL PAYMENT DUE: \$150

PAYMENT METHOD CHCK

1066

PAYMENT TOTAL: \$150

CHANGE DUE:

\$0

USER ID:

103517

2021-JAN-07 01.29.22.000000 PM

Andrew M. Williams & Associates

ATTORNEYS AT LAW
6565 WEST LOOP SOUTH, SUITE 560
BELLAIRE, TEXAS 77401
TELEPHONE: (713) 840-7321
FACSIMILE: (713) 839-1302
www.amwlawfirm.com

January 4, 202

Via First Class Mail

Constable May Walker Harris County Constable Precinct 7 5290 Griggs Road __ Houston, Texas 77021

RE: Cause No. 2020-82640; Colleen Bodeux-Pine vs. ROC-Houston, P.A. d/b/a
Reconstructive Orthopedic Center Houston, and ROC ASC, L.L.P.; In the District
Court Harris County, Texas, 281st Judicial District.

Dear Sir/Madam:

Enclosed you will find a check for \$150.00 payable to Harris County Constable along with the two (2) citations for service. Please serve the attached citations at the earliest possible and return to me in the enclosed self-address and stamped envelope your officer's return for our filing purposes.

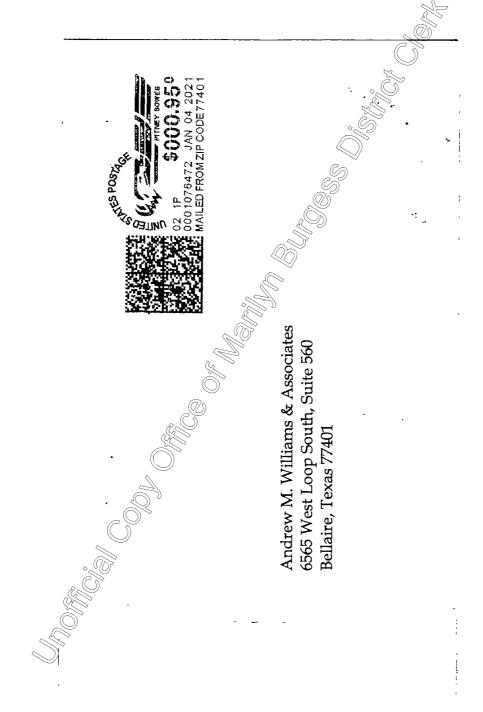
Should you have any questions, feel free to contact me at (713) 840-7321.

Very truly yours

Lesly Martinez

Lesly Martinez
Legal Secretary
Admin2@amwlawfirm.com

28364.Ltr



Andrew M. Williams & Associates 6565 West Loop South, Suite 560 8elisira, Texas 77401



7616 533A

CAUSE NO. 202082640

Y-3

RECEIPT NO. 887260

0.00

MTA

******* TR # 73826071
PLAINTIFF: BODEUX-PINE, COLLEEN In The 281st

vs.

DEFENDANT: ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC

CENTER OF HOUSTON)

In The 281st
Judicial District Court
of Harris County, Texas
281ST DISTRICT, COURT
Houston, TX,

CITATION

THE STATE OF TEXAS County of Harris

TO: ROC ASC LLP (IS A LIMITED LIABILITY PARTNERSHIP) MAY BE SERVED THROUGH ITS PARTNER MARCUS MASSON

1200 BINZ STREET SUITE 100 HOUS

HOUSTON TX 77004

Attached is a copy of PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE

This instrument was filed on the $\underline{23rd\ day\ of\ December,\ 2020}$, in the above cited cause number and court. The instrument attached describes the claim against you.

YOU HAVE BEEN SUED, You may employ an attorney. If you or your attorney do not file a written answer with the District Clerk who issued this citation by 10:00 a.m on the Monday next following the expiration of 20 days after you were served this citation and petition, a default judgment may be taken against you.

TO OFFICER SERVING:

This citation was issued on 28th day of December, 2020, under my hand and seal of said Court.

AT OF HARAIS COUNT

Issued at request of:
WILLIAMS, ANDREW M.
6565 WEST LOOP SOUTH SUITE 560

BELLAIRE, TX 77401 Tel: (713) 840-7321 Bar No.: 21510835 graf Burger

MARILYN BURGESS, District Clerk Harris County, Texas 201 Caroline, Houston, Texas 77002 (P.O. Box 4651, Houston, Texas 77210)

Generated By: MOMON, RHONDA HWP//11654476

OFFICE	R/AUTHORIZED PERSON RETURN
Came to hand at o'clockM.	on the day of,,
Executed at (address)	in
County at	o'clockM., on the day of
, by delivering to	defendant, in person, a
true copy of this Citation together wit	th the accompanying copy(ies) of the Petition
	copy of the Citation the date of delivery. ally this,
FEE: \$	
	ofCounty, Texas
	Ву
Affiant	Deputy
signature appears on the foregoing retu	, known to me to be the person whose arn, personally appeared. After-being by me duly sworn secuted by him/her in the exact manner recited on the
SWORN TO AND SUBSCRIBED BEFORE ME, on t	his, day of,

Notary Public

Constable Return of Individual

Cause #: 202082640

Tracking #: 73826071

In the case of BODEUX-PINE, COLLEEN VS ROC-HOUSTON P A (DB/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON) a CITATION and attached PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE was issued by the 281st Judicial District court of HARRIS County, TX and came to hand on the 7 day of January 2021 at 2:06PM to be delivered at 1200 BINZ ST SUITE 100 , HOUSTON , TX 77004 by delivering to: ROC ASC LLP (IS A LIMITED LIABILITY PARTNERSHIP) MAY BE SERVED THROUGH

(Attempted service at 1200 BINZ ST, SUITE 100, HOUSTON, TX, 77004 unless otherwise noted.)

Date	Time	Deputy Name	Agency	Service Attempt Type	Attempted Address	Remarks
1/8/2021	9:57:00 AM	Elton Charles	7	SERVED DEFENDANT	1200 BINZ ST SUITE 100 HOUSTON TX 77004	-

Service of Individual

Executed in <u>HARRIS</u> County, Texas by derivering to each of the within name defendant by ___; a true copy of this <u>CITATION</u> together with the accompanying copy of the <u>PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE</u>, at the following times and places:

Name	Date	Time	Full Address of Service
ROC ASC LLP (IS A LIMITED LIABILITY PARTNERSHIP) MAY BE SERVED THROUGH	1:/8/2021	9:57AM	1200 BINZ ST SUITE 100 HOUSTON TX 77004

Fee Due \$	0.00	
by Deputy	Elton Charles - 7C16	
Deputy Sig	nature	-
Attempts:	1	

May Walker, Constable Precinct #7
Harris County Texas

5290 Griggs Road Houston Texas 77021 713.643.6118

Total Attempts: 1

Marilyn Burgess Marilyn Burgess Olstrict Clerk

Ime Tham Harry Or Sing Cles

County Auditor's Form 161E Harris County, TX (REV. 03/01/2020)



HARRIS COUNTY, TEXAS

CNP7 ADMINISTRATION DIVISION ANX E (CONST) 5290 GRIGGS RD , 1 5290 GRIGGS ROAD FLOOR 1 HOUSTON, TX 77021

Official Receipt

DATE: 01/07/2021

ANDREW M WILLIAMS

RECEIPT: 000000040910

GC

Case# 2020-82640

TOTAL AMOUNT: \$ 150

Description:

ITEM ID DESCRIPTION **UNIT PRICE NUMBER LINE TOTAL**

OF UNITS

68288

CITATION

\$150 \$75

Desc/Check/MO/Auth No

100030710000425004

2020-82640

TOTAL PAYMENT DUE: \$150

PAYMENT

MOUNT

1066

METHOD CHCK

PAYMENT TOTAL: \$150

CHANGE DUE:

\$0

USER ID:

103517

2021-JAN-07 01.29.22.000000 PM

EXHIBIT B-2

12/23/2020 3:23 PM Marilyn Burgess - District Clerk Harris County Envelope No. 49212548

By: Rhonda Momon Filed: 12/23/2020 3:23 PM

2020-82640 / Court: 281

CAUSE NO.

IN THE DISTRICT COURT COLLEEN BODEUX-PINE, **Plaintiff** HARRIS COUNTY, TEXAS V. ROC-HOUSTON, P.A. d/b/a § RECONSTRUCTIVE ORTHOPEDIC § CENTER OF HOUSTON, AND ROC ASC, L.L.P. § **JUDICIAL DISTRICT Defendants** § PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE

TO THE HONORABLE COURT:

Plaintiff COLLEEN BODEUX-PINE complains of ROC-HOUSTON, P.A. d/b/a RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON AND ROC ASC, L.L.P., defendants.

DISCOVERY CONTROL PLAN LEVEL

1. Plaintiff intends to conduct discovery under Level 3, pursuant to Rule 190.4 of the Texas Rules of Civil Procedure. Under Texas Rule of Civil Procedure 47(c)(4), she seeks an amount between \$200,000 and \$1,000,000.

JURY DEMAND

2. Plaintiff respectfully demands a trial by jury.

PARTIES

- 3. Plaintiff is an individual who resides in Fort Bend County, Texas, and was employed by Defendants in Houston, Harris County, Texas, when her causes of action accrued.
- 4. Defendant ROC-HOUSTON, P.A. d/b/a RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON, ("ROC") is a Texas professional association. It may be served through its registered agent for service, Marcus Masson, at 1200 Binz Street, Suite 100, Houston, Texas or wherever he may be found. Service is requested.
- 5. Defendant ROC ASC, L.L.P. ("ROC ASC") is a Limited Liability
 Partnership that may be served by and through its partner, Marcus Masson, at
 1200 Binz Street, Suite 100, Houston, Texas or wherever he may be found.
 Service is requested.

VENUE AND JURISDICTION

6. Venue is proper in Harris County, Texas, because that is where all or part of the events and omissions giving rise to this lawsuit took place.

FACTS

7. Plaintiff went to work for Defendants, who operate an orthopedic surgery practice, December 13, 2017. She served as Director of Finance. Throughout the time she was there, she and other women were subjected to continuous sexual invitations, suggestions and banter from the doctors who own the practice. In the fall of 2019, she complained about the business's failure to pay overtime to

the clerical staff she supervised. She also let the practice know in September 2019 that she had consulted a lawyer about the sexual harassment and hostile environment. Immediately after she did so, she was summoned to a September 25 meeting at which representatives of the practice accused her of failing to come to work on time and of sleeping on the job, neither of which was true. She was terminated on November 8, 2019, in retaliation for her complaints.

- 8. Plaintiff witnessed and endured no end of sexual harassment and a hostile working environment during her employment with Defendants. Those examples included, but were not limited to, the following:
 - Plaintiff watched Dr. Fernando Levaro, a physician with the practice, describe a surgical procedure to a female employee named Mireya, putting his hands on her arm and coming near to or actually touching her breast as he did so. That led her to write an e-mail on April 26, 2018, to Lorena Cordelio-Ross, director of human resources for Defendants.
 - Respondent's male doctors constantly made unprofessional comments about women employees. On October 18, 2019, Plaintiff sent an e-mail to Ms. Cordelio-Ross and Defendants' CFO, Mr. Christopher Cola, dated October 18, 2019. It references multiple incidents and a meeting September 25, 2019, at which she had discussed those incidents with the two recipients of the e-mail. In one such incident, Plaintiff recalled that in July 2018, Dr. Marcos Masson asked, "Colleen, when am I going to do you?" She was embarrassed and did not answer. He then said, "Ha ha, I mean your surgery." She replied, "Friday, sir." Dr. Masson said, "Good. I can't wait to be inside of you." He said that in the clinic in front of patients and medical assistants.
 - In the same e-mail, Plaintiff recalled that about 10 days before Dr. Masson performed surgery for her, he did injections on both her feet. A medical assistant, Magda Sanchez, came into the room. Dr.

Masson said, "Oh, good. I should be so happy. I get to do two directors at the same time."

- The day before Plaintiff's surgery, which was scheduled on September 20, 2019, heavy rain flooded much of Houston. Ms. Cornelio-Ross, Michelle Kirkpatrick (the practice administrator) and Plaintiff were not able to get home. Lorena and Michelle told Dr. Masson that the three of them were planning to stay in the conference room. Ms. Kirkpatrick said Dr. Masson told her they could stay at his apartment if we promised to walk around naked. Plaintiff was so concerned she told a surgical nurse named Erica to make sure her underwear stayed on the entire time that Dr. Masson was performing surgery on her feet.
- In the September 25, 2019, meeting, Plaintiff asked Mr. Cola and Ms. Cornelio-Ross to make sure she not be sexually harassed again. Examples of sexual harassment included incidents in which James Masson, brother of Dr. Marcos Masson who works at the clinic, made comments about her buttocks and touched it on more than one occasion.
- Dr. Marcos Masson said "f--- me" to women employees frequently. Plaintiff understood it to be an invitation.
- Dr. Yevghany Shuhatovich, another doctor with the practice, told Plaintiff she should "take one for the team" and have sex with Dr. Marcos Masson.
- Ms. Cornelio-Ross told Plaintiff that sort of incident represented "the accepted culture of this practice."
- Maria Dansbury filed a charge with the EEOC complaining of a hostile environment after Eddie Masson, Dr. Marcos Masson's brother, tried to kiss her in the office. She was treated badly after she complained to Ms. Cordelio-Ross.
- After Plaintiff was terminated, Defendants gave prospective employers negative reports about her, prolonging her unemployment and increasing her damages.

TIMELINESS

9. Plaintiff filed her lawsuit within two years of the discrimination and within days of receiving permission to sue from the EEOC.

ADMINISTRATIVE CONDITIONS

10. Plaintiff has completed all administrative conditions precedent.

NO FEDERAL CLAIMS

11. Plaintiff does not assert any federal claims in this proceeding. She is in no way seeking damages or remedies that may stem from a federal cause of action.

DAMAGES

12. As a direct and proximate result of the aforementioned acts, Plaintiff has suffered grievous harm including, but not limited to, substantial loss of income; humiliation and embarrassment among her coworkers and others in the medical community; and damage to her prospects for future employment.

ATTORNEY FEES

13. Defendants' conduct as described above has forced Plaintiff to retain the services of the undersigned attorney to pursue justice. She seeks her reasonable and necessary attorney fees.

REQUESTS FOR DISCLOSURE

14. Plaintiff serves requests for disclosure to both Defendants under Texas Rule of Civil Procedure 194.2.

PRAYER

For all the above reasons, Plaintiffs ask that Defendants be cited to appear and answer, and on final trial, that Plaintiff have the following relief:

- Judgment against Defendants for her actual damages;
- Judgment for front pay;
- General damages for harm to her reputation;
- Damages for mental pain and mental anguish and compensatory damages;
- Reasonable and necessary attorneys' fees;
- Prejudgment and post-judgment interest;
- Costs of court; and
- All other and further relief to which she is justly entitled.

Respectfully submitted,

ANDREW M. WILLIAMS & ASSOCIATES

By: /s/Andrew M. Williams

Andrew M. Williams SBN 21510835 6565 West Loop South, Suite 560

Bellaire, Texas 77401

(713) 840-7321 - Telephone (713) 839-1302 - Facsimile

andy@amwlawfirm.com - Email

ATTORNEY FOR PLAINTIFF

CAUSE NO. 202082640 .

RECEIPT NO. 887260

0.00

MTA

	*****	TR # 73826071
PLAINTIFF: BODEUX-PINE, COLLEEN vs. DEFENDANT: ROC-HOUSTON P A (D/B/A RE CENTER OF HOUSTON)	CONSTRUCTIVE ORTHOPEDIC	In The 281st Judicial District Court of Harris County, Texas 281ST DISTRICT COURT Houston, TX
THE STATE OF TEXAS County of Harris	CITATION OF THIS SHOUST ON THE BY SERVED THIS SERVED T	DAY OF <u>JAN</u> , 20 AL BLE PRECINCT SEVEN XAS DEPUTY

TO: ROC ASC LLP (IS A LIMITED LIABILITY PARTNERSHIP) MAY BE SERVED THROUGH ITS PARTNER MARCUS MASSON

1200 BINZ STREET SUITE 100 HOUSTON TX 77004

Attached is a copy of PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE

This instrument was filed on the 23rd day of December, 2020, in the above cited cause number and court. The instrument attached describes the claim against you.

YOU HAVE BEEN SUED, You may employ an attorney. If you or your attorney do not file a written answer with the District Clerk who issued this citation by 10:00 a.m on the Monday next following the expiration of 20 days after you were served this citation and petition, a default judgment may be taken against you.

TO OFFICER SERVING:

This citation was issued on 28th day of December, 2020, under my hand and seal of said Court. OF HARAGO COUNTY

Issued at request of: WILLIAMS, ANDREW M. 6565 WEST LOOP SOUTH SUITE 560

BELLAIRE, TX 77401 Tel: (713) 840-7321 Bar No.: 21510835

maj Burgers

MARILYN BURGESS, District Clerk Harris County, Texas 201 Caroline, Houston, Texas 77002 (P.O. Box 4651, Houston, Texas 77210)

SALA Generated By: MOMON, RHONDA HWP//11654476

OFFI	CER/AUTHORIZED PERSON RETURN
Came to hand at o'clockM.	, on the, day of,
Executed at (address)	in
County at	o'clockM., on the day of,
, by delivering to	defendant, in person, a
true copy of this Citation together w	with the accompanying copy(ies) of the Petition
	aid copy of the Citation the date of delivery. Acially this day of,
FEE: \$	
	ofCounty, Texas
	Ву
Affiant	Deputy
	, known to me to be the person whose eturn, personally appeared. After being by me duly sworn executed by him/her in the exact manner recited on the
SWORN TO AND SUBSCRIBED BEFORE ME, on	n this, day of,,,
	Notary Public

73826071

12/23/2020 3:23 PM Marilyn Burgess - District Clerk Harris County Envelope No. 49212548

By: Rhonda Momon Filed: 12/23/2020 3:23 PM

2020-82640 / Court: 281

CAUSE NO. _ **COLLEEN BODEUX-PINE,** § IN THE DISTRICT COURT **Plaintiff** V. HARRIS COUNTY, TEXAS ROC-HOUSTON, P.A. d/b/a § RECONSTRUCTIVE ORTHOPEDIC § CENTER OF HOUSTON, AND ROC ASC, L.L.P. **Defendants** § JUDICIAL DISTRICT PLAINTIFF'S ORIGINAL PETITION AND REQUEST FOR DISCLOSURE

TO THE HONORABLE COURT:

Plaintiff COLLEEN BODEUX-PINE complains of ROC-HOUSTON, P.A. d/b/a RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON AND ROC ASC, L.L.P., defendants.

DISCOVERY CONTROL PLAN LEVEL

1. Plaintiff intends to conduct discovery under Level 3, pursuant to Rule 190.4 of the Texas Rules of Civil Procedure. Under Texas Rule of Civil Procedure 47(c)(4), she seeks an amount between \$200,000 and \$1,000,000.

JURY DEMAND

2. Plaintiff respectfully demands a trial by jury.

PARTIES

- 3. Plaintiff is an individual who resides in Fort Bend County, Texas, and was employed by Defendants in Houston, Harris County, Texas, when her causes of action accrued.
- 4. Defendant ROC-HOUSTON, P.A. d/b/a RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON, ("ROC") is a Texas professional association. It may be served through its registered agent for service, Marcus Masson, at 1200 Binz Street, Suite 100, Houston, Texas or wherever he may be found. Service is requested.
- 5. Defendant ROC ASC, L.L.P. ("ROC ASC") is a Limited Liability
 Partnership that may be served by and through its partner, Marcus Masson, at
 1200 Binz Street, Suite 100, Houston, Texas or wherever he may be found.
 Service is requested.

VENUE AND JURISDICTION

6. Venue is proper in Harris County, Texas, because that is where all or part of the events and omissions giving rise to this lawsuit took place.

FACTS

7. Plaintiff went to work for Defendants, who operate an orthopedic surgery practice, December 13, 2017. She served as Director of Finance. Throughout the time she was there, she and other women were subjected to continuous sexual invitations, suggestions and banter from the doctors who own the practice. In the fall of 2019, she complained about the business's failure to pay overtime to

the clerical staff she supervised. She also let the practice know in September 2019 that she had consulted a lawyer about the sexual harassment and hostile environment. Immediately after she did so, she was summoned to a September 25 meeting at which representatives of the practice accused her of failing to come to work on time and of sleeping on the job, neither of which was true. She was terminated on November 8, 2019, in retaliation for her complaints.

- 8. Plaintiff witnessed and endured no end of sexual harassment and a hostile working environment during her employment with Defendants. Those examples included, but were not limited to, the following:
 - Plaintiff watched Dr. Fernando Levaro, a physician with the practice, describe a surgical procedure to a female employee named Mireya, putting his hands on her arm and coming near to or actually touching her breast as he did so. That led her to write an e-mail on April 26, 2018, to Lorena Cordelio-Ross, director of human resources for Defendants.
 - Respondent's male doctors constantly made unprofessional comments about women employees. On October 18, 2019, Plaintiff sent an e-mail to Ms. Cordelio-Ross and Defendants' CFO, Mr. Christopher Cola, dated October 18, 2019. It references multiple incidents and a meeting September 25, 2019, at which she had discussed those incidents with the two recipients of the e-mail. In one such incident, Plaintiff recalled that in July 2018, Dr. Marcos Masson asked, "Colleen, when am I going to do you?" She was embarrassed and did not answer. He then said, "Ha ha, I mean your surgery." She replied, "Friday, sir." Dr. Masson said, "Good. I can't wait to be inside of you." He said that in the clinic in front of patients and medical assistants.
 - In the same e-mail, Plaintiff recalled that about 10 days before Dr. Masson performed surgery for her, he did injections on both her feet. A medical assistant, Magda Sanchez, came into the room. Dr.

Masson said, "Oh, good. I should be so happy. I get to do two directors at the same time."

- The day before Plaintiff's surgery, which was scheduled on September 20, 2019, heavy rain flooded much of Houston. Ms. Cornelio-Ross, Michelle Kirkpatrick (the practice administrator) and Plaintiff were not able to get home. Lorena and Michelle told Dr. Masson that the three of them were planning to stay in the conference room. Ms. Kirkpatrick said Dr. Masson told her they could stay at his apartment if we promised to walk around naked. Plaintiff was so concerned she told a surgical nurse named Erica to make sure her underwear stayed on the entire time that Dr. Masson was performing surgery on her feet.
- In the September 25, 2019, meeting, Plaintiff asked Mr. Cola and Ms. Cornelio-Ross to make sure she not be sexually harassed again. Examples of sexual harassment included incidents in which James Masson, brother of Dr. Marcos Masson who works at the clinic, made comments about her buttocks and touched it on more than one occasion.
- Dr. Marcos Masson said "f--- me" to women employees frequently. Plaintiff understood it to be an invitation.
- Dr. Yevghany Shuhatovich, another doctor with the practice, told Plaintiff she should "take one for the team" and have sex with Dr. Marcos Masson.
- Ms. Cornelio-Ross told Plaintiff that sort of incident represented "the accepted culture of this practice."
- Maria Dansbury filed a charge with the EEOC complaining of a hostile environment after Eddie Masson, Dr. Marcos Masson's brother, tried to kiss her in the office. She was treated badly after she complained to Ms. Cordelio-Ross.
- After Plaintiff was terminated, Defendants gave prospective employers negative reports about her, prolonging her unemployment and increasing her damages.

TIMELINESS

9. Plaintiff filed her lawsuit within two years of the discrimination and within days of receiving permission to sue from the EEOC.

ADMINISTRATIVE CONDITIONS

10. Plaintiff has completed all administrative conditions precedent.

NO FEDERAL CLAIMS

11. Plaintiff does not assert any federal claims in this proceeding. She is in no way seeking damages or remedies that may stem from a federal cause of action.

DAMAGES

12. As a direct and proximate result of the aforementioned acts, Plaintiff has suffered grievous harm including, but not limited to, substantial loss of income; humiliation and embarrassment among her coworkers and others in the medical community; and damage to her prospects for future employment.

ATTORNEY FEES

13. Defendants' conduct as described above has forced Plaintiff to retain the services of the undersigned attorney to pursue justice. She seeks her reasonable and necessary attorney fees.

REQUESTS FOR DISCLOSURE

14. Plaintiff serves requests for disclosure to both Defendants under Texas Rule of Civil Procedure 194.2.

PRAYER

For all the above reasons, Plaintiffs ask that Defendants be cited to appear and answer, and on final trial, that Plaintiff have the following relief:

- Judgment against Defendants for her actual damages;
- Judgment for front pay;
- General damages for harm to her reputation;
- Damages for mental pain and mental anguish and compensatory damages;
- Reasonable and necessary attorneys' fees;
- Prejudgment and post-judgment interest;
- Costs of court; and
- All other and further relief to which she is justly entitled.

Respectfully submitted,

ANDREW M. WILLIAMS & ASSOCIATES

By: /s/Andrew M. Williams

Andrew M. Williams SBN 21510835

6565 West Loop South, Suite 560 Bellaire, Texas 77401

(713) 840-7321 - Telephone

(713) 839-1302 – Facsimile

<u>andy@amwlawfirm.com</u> - Email

ATTORNEY FOR PLAINTIFF

Marilyn Burgess - District Clerk Harris County
Envelope No. 50168155

By: Bonnie Lugo Filed: 1/29/2021 11:10 AM

CAUSE NO. 2020-82640

COLLEEN BODEUX-PINE,	§	IN THE DISTRICT COURT OF
Plaintiff	§	
	§	
VS.	§	
	§	HARRIS COUNTY, TEXAS
ROC-HOUSTON, P.A. D/B/A	§	
RECONSTRUCTIVE ORTHOPEDIC	§	
CENTER OF HOUSTON, AND	§	281 ST JUDICIAL DISTRICT
ROC ASC, L.L.P.	§	
DEFENDANTS.	§	

DEFENDANTS' ORIGINAL ANSWER

Defendants ROC-Houston, P.A. d/b/a Reconstructive Orthopedic Center of Houston and ROC ASC, LLP ("Defendants") now file this Original Answer.

GENERAL DENIAL

Pursuant to Rule 92 of the Texas Rules of Civil Procedure, Defendants generally deny the matters pled by Plaintiff and demand strict proof thereof.

AFFIRMATIVE AND OTHER DEFENSES

- 1. Plaintiff's claims should be dismissed, in whole or in part, for failure to state a claim upon which relief may be granted.
- 2. Plaintiff's claims are barred, in whole or in part, to the extent that such claims exceed the scope of, or are inconsistent with, the Charge of Discrimination Plaintiff alleges that she filed with the Equal Employment Opportunity Commission and/or the Texas Workforce Commission.
- 3. Plaintiff's claims are barred, in whole or in part, by the applicable statute(s) of limitation to the extent they were not presented to the Equal Employment Opportunity Commission and/or the Texas workforce Commission in a timely fashion and to the extent they did not occur within the timeframes prescribed by applicable law.

- 4. More specifically, to the extent Plaintiff is asserting claims under the Texas Commission on Human Rights Act against ROC ASC, LLP, such claims are barred because Plaintiff never filed a charge of discrimination or retaliation against that entity.
- 5. Plaintiff's claims are barred to the extent she failed to satisfy any other administrative prerequisites or preconditions necessary to asserting such claims under applicable law.
- 6. All employment decisions regarding or affecting Plaintiff were based upon legitimate, non-retaliatory, non-discriminatory, or reasonable business reasons and factors that were in no way related to any alleged protected activity or other protected characteristic of Plaintiff.
- 7. Plaintiff's claims should be dismissed to the extent they are barred by the doctrines of estoppel, waiver, unclean hands, and/or laches, including the extent to which Plaintiff's own actions were in contravention of Defendant's policies and/or procedures and to the extent Plaintiff's own actions led to her separation from employment.
- 8. All employment decisions regarding or affecting Plaintiff were predicated on grounds other than, and would have been taken absent, Plaintiff's alleged protected activity or any other protected characteristic or status.
- 9. Without admitting that Plaintiff has suffered any damages, Plaintiff's claim for damages is barred, in whole or in part, by her failure to mitigate his alleged damages or, alternatively, to the extent Plaintiff has mitigated her damages in whole or in part, Defendants are entitled to an offset.
- 10. Without admitting that Plaintiff has suffered any damages, Plaintiff's alleged damages must be reduced by any wages, compensation, and/or other benefit received by

Plaintiff or which was earnable or receivable with the exercise of due diligence by the Plaintiff.

- 11. Plaintiff cannot recover any damages beyond those statutorily-capped damages provided by applicable law. To the extent Plaintiff is seeking punitive damages, they are limited by applicable statutes and the United States Constitution. Any award of punitive damages in this case would violate the United States Constitution.
- 12. Defendants are not liable for punitive damages, if any, because neither Defendant nor any of their employees committed any act against Plaintiff with malice.
- 13. To the extent applicable, and pending discovery, Plaintiff's claims and damages, if any, are barred by the doctrine of after-acquired evidence.

REQUEST FOR RELIEF

Defendants request that the Court enter judgment that Plaintiff take nothing, assess costs against Plaintiff, and award Defendants all other relief to which they are entitled at law or in equity.

Respectfully submitted,

Dow Golub Remels & Gilbreath, PLLC

/s/ Andrew S. Golub

Andrew S. Golub
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asgolub@dowgolub.com
Alexandra M. Wolf
Texas Bar No. 24089226
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2700 Post Oak Blvd., Suite 1750
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Telephone: (713) 526-3700

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ATTORNEYS FOR DEFENDANTS

CERTIFICATE OF SERVICE

I hereby certify that on January 29, 2021, a true and correct copy of the foregoing served Texas e-file on the following:

Andrew M. Williams
Andrew M. Williams & Associates
6565 West Loop South, Suite 560
Houston, Texas 77401
andy@amwlawfirm.com

<u>s/ Andrew S. Golub</u> Andrew S. Golub

EXHIBIT B-3

All Orders Signed by the State Judge

None

EXHIBIT B-4

HCDistrictclerk.com

BODEUX-PINE, COLLEEN vs. ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC C

Cause: 202082640 CDI: 7 Court: 281

APPEALS

2/4/2021

No Appeals found.

COST STATMENTS

No Cost Statments found.

TRANSFERS

No Transfers found.

POST TRIAL WRITS

No Post Trial Writs found.

ABSTRACTS

No Abstracts found.

SETTINGS

No Settings found.

NOTICES

No Notices found.

SUMMARY

CASE DETAILS CURRENT PRESIDING JUDGE

File Date 12/23/2020 **Court** 281st

Case (Cause) Location Civil Intake 1st Floor Address 201 CAROLINE (Floor: 14)

Case (Cause) Status Active - Civil HOUSTON, TX 77002
Phone:7123686420

Case (Cause) Type
OTHER CIVIL
Phone:7133686430

JudgeName CHRISTINE WEEMS

Type

Next/Last Setting Date N/A Court Type Civil

Jury Fee Paid Date N/A

ACTIVE PARTIES

Name

ROC ASC LLP

		Jdgm
BODEUX-PINE, COLLEEN	PLAINTIFF - CIVIL	WILLIAMS,

ANDREW M.

Post

Attorney

2/4/2021

ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE DEFENDANT - CIVIL GOLUB, ORTHOPEDIC CENTER OF HOUSTON) ANDREW S.

DEFENDANT - CIVIL GOLUB,

ANDREW S.

RECONSTRUCTIVE ORTHOPEDIC CENTER OF DEFENDANT - CIVIL GOLUB,
HOUSTON ANDREW S.

ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE REGISTERED AGENT

ORTHOPEDIC CENTER OF HOUSTON)

ROC ASC LLP (IS A LIMITED LIABILITY REGISTERED AGENT

INACTIVE PARTIES

No inactive parties found.

JUDGMENT/EVENTS

Date	Description	Order	Post Pgs Volume	e Filing	Person
		Signed	Jdgm /Page	Attorney	Filing
1/29/2021	ANSWER ORIGINAL PETITION		0	GOLUB, ANDREW S	. ROC ASC LLP
1/29/2021	ANSWER ORIGINAL PETITION		0	GOLUB, ANDREW S	. RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON
1/29/2021	ANSWER ORIGINAL PETITION		0	GOLUB, ANDREW S	. ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON)
12/23/2020	ORIGINAL PETITION		0	WILLIAMS, ANDREW M.	BODEUX-PINE, COLLEEN

SERVICES

Type	Status	Instrument	Person	Requested	Issued	Served	Returned Received	Tracking	
CITATION	SERVICE RETURN/EXECUTED	ORIGINAL PETITION	ROC-HOUSTON P A (D/B/A RECONSTRUCTIVE ORTHOPEDIC CENTER OF HOUSTON)	12/23/2020	12/28/2020	1/8/2021	1/11/2021	73826069	To MAIL TO ATTORNEY
120	0 BINZ STREET SUIT	ΓΕ 100 HOUST	ON TX 77004						
CITATION	SERVICE RETURN/EXECUTED	ORIGINAL PETITION	ROC ASC LLP (IS A LIMITED LIABILITY PARTNERSHIP) MAY BE SERVED THROUGH	12/23/2020	12/28/2020	1/8/2021	1/11/2021	73826071	MAIL TO ATTORNEY
120	0 BINZ STREET SUIT	ΓΕ 100 HOUST	ON TX 77004						

DOCUMENTS

Number	Document	Post Jdgm	Date	Pgs
94164182	Defendants' Original Answer		01/29/2021	4
93951325	Citation		01/13/2021	5
93951327	Citation		01/13/2021	3
93659077	Plaintiff's original petition and request for disclosure		12/23/2020	6

EXHIBIT B-5

IN THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION

COLLEEN BODEUX-PINE,	§
PLAINTIFF	§
	§
VS.	§ Civil Action No
	§
ROC-HOUSTON, P.A. D/B/A	§
RECONSTRUCTIVE ORTHOPEDIC	§
CENTER OF HOUSTON, AND	§
ROC ASC, L.L.P.	§
DEFENDANTS.	§

INDEX OF MATTERS BEING FILED

As required under Local Rule 81, the following is a list of the documents being filed with the Notice of Removal in this action:

- A. Notice of Dismissal and Right to Sue Issued to Colleen Bodeux-Pine;
- B-1. All Process Issued in the state court
- B-2. Plaintiff's Original Petition and Defendants' Original Answer filed in the state court;
- B-3. All orders signed by the state judge (none);
- B-4. The state court docket sheet;
- B-5. This Index of Matters Being Filed; and
- B-6. A List of Counsel (including contact information).

EXHIBIT B-6

IN THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION

COLLEEN BODEUX-PINE,	§
PLAINTIFF	§
	§
VS.	§ Civil Action No.
	§
ROC-HOUSTON, P.A. D/B/A	§
RECONSTRUCTIVE ORTHOPEDIC	§
CENTER OF HOUSTON, AND	§
ROC ASC, L.L.P.	§
DEFENDANTS.	§

LIST OF COUNSEL

Pursuant to Local Rule 81, listed below are all counsel of record:

Plaintiff:

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Alexandra M. Wolf
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